

**CaIPERS BASE SALARY RANGES BY QUARTILE AND MERIT MATRIX  
WHICH DETERMINES BASE SALARY INCREASES**

<b>Position</b>	<b>Minimum of Salary Range</b>	<b>End of First Quartile</b>	<b>Median (End – 2<sup>nd</sup> Quartile )</b>	<b>End of Third Quartile</b>	<b>Maximum of Salary Range</b>
CEO	\$175,000	\$191,000	\$207,000	\$223,000	\$239,000
Chief Actuary	191,000	203,000	215,000	227,000	239,000
General Counsel	182,000	196,250	210,500	224,750	239,000
COIO	221,000	243,000	265,000	287,000	309,000
CIO	380,000	427,750	475,500	573,250	571,000
SIO	249,000	277,000	305,000	333,000	361,000
SPM	174,000	191,250	208,500	225,750	243,000
PM	126,000	135,500	45,000	154,500	164,000

**Merit Matrix for Within-Range Base Pay Increases**

Within-range salary increases are based in part on current placement within the base salary range. The theory behind this is that high-performing executives initially paid low in their respective ranges should receive larger increases to move their salaries more quickly toward market levels, while executives already paid closer to market medians need not receive large increases since they are already receiving salaries commensurate with market rates. Applying this concept results in a merit matrix which serves as a guide for base salary increase recommendations:

<b>Performance Rating</b>	<b>Position in Range Before Increase</b>			
	<b>First Quartile or Below</b>	<b>Second Quartile</b>	<b>Third Quartile</b>	<b>Fourth Quartile</b>
Outstanding	10%	8%	6%	4%
Consistently Exceeds Standards	8%	6%	4%	2%
Meets Standards	6%	4%	2%	0%
Does Not Fully Meet Standards	2%	0%	0%	0%
<b>Merit Matrix Based on a 4% General Market Increase in Executive Base Pay</b>				

The performance appraisal is structured to support potential increases within the established base salary ranges. An increase beyond the maximum of the respective range is not granted unless the range is adjusted upward on the basis of marketplace movement of executive salaries.